



## Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources so future generations will have them.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

## Forest Practices Forester Recruitment #2011-11-5299

**JOB CLASSIFICATION:** Natural Resource Specialist 2

**SALARY RANGE:** \$3,213 - \$4,214 per month  
(\$3,117– \$4,088 with 3% temporary reduction)

**Important Note:** From July 1, 2011 through June 29, 2013 a 3% temporary salary reduction is in effect for most positions. For specific information on the Temporary Salary Reduction, [click here](#).

**TYPE OF POSITION:** Permanent, Full-time. These positions are represented by the WPEA.

**Important Note:** Once appointed to this position the incumbent will be required to pay union dues or other representation fees within the first 30 days of employment.

**LOCATION:** These positions will be based out of Sedro Woolley, but will cover Whatcom, Skagit, Snohomish and Island Counties.

**CLOSES:** November 28, 2011

### POSITION PROFILE:

This position is assigned a defined geographical area within the Northwest Region and represents the program within that area. The position is expected to have local knowledge of the geographic area which includes location of road systems, geological features, location of sensitive areas, neighbors, tribes, landowners and water types. This position processes Forest Practice Application that are submitted with the assigned area, this includes field review, risk assessment and deciding to either approve, condition or disapprove application. When the application requires SEPA review, the position will perform review, analysis and recommend condition to the SEPA official.

This position is responsible for the compliance and enforcement of forest practice operations within the assigned area. Compliance includes making inspections of road construction, timber harvest and other Forest Practice operations. Enforcement includes responding to complaints from citizens or TFW stakeholders and/or action discovered during active compliance checks. When violations are discovered the position will investigate and document the information developed during the investigation. Enforcement ranges from verbal education to formal actions involving Notices to Comply, Stop Work Orders, Civil Penalties and/or Criminal Prosecution.

This position evaluates water type change proposals by conducting site reviews, gathering input from the commenting agencies and tribes. Other duties may include fire control, instruction of forest practice program courses and forest landowner assistance.

### REQUIRED QUALIFICATIONS:

- Forest Practices regulations/rules and relationships to other environmental laws
- Logging and forest road construction practices
- Logging equipment systems
- Ecosystem and Forest Ecology
- Dealing with difficult and diverse people
- Excellent communication skills both oral and written

## EMPLOYEE BENEFITS

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).
- Optional credit unions and savings bonds.

Optional [Deferred Compensation](#) and [Dependent Care Assistance](#) programs

Join our job announcement mailing list and view all current job opportunities. Visit: [DNR Jobs](#)

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR Recruiting staff (360) 902-1350 or (360) 902-1228. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

## This level of knowledge and skill is typically achieved with:

- A Bachelor's degree in forestry which included coursework in ecosystem management, silviculture, logging systems, and forest measurements; and
- Once year of professional forestry experience; and
- Six months in a performance review period.

## DESIRABLE QUALIFICATIONS:

- Forest fire organization and suppression techniques, when participating in the fire control program

## SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Must have a valid driver's license and 2 years of driving experience
- Successful completion of DNR Police Powers training within one year of employment in the position.
- If the position participates in fire line duties, this position will require passing the work capacity test at either the moderate to arduous level for all committed field operations involving the Departments Wildland fire control duties.

## WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position.

## APPLICATION PROCESS

To be considered for this position, please submit:

- A letter of interest describing how your experience and qualifications relate to the position profile, required and desired position qualifications, and special position requirements. Please indicate in your letter of interest how you learned of this opportunity.
- A completed application – [DNR Job Application](#) and Resume
- The names of three to five professional references.
- An online **voluntary** [Applicant Profile Questionnaire](#). (This form is not required and is submitted online. Please do **not** print out and send in with application materials).
- Finalists will be asked to provide an employment/commercial driving record issued from the state in which you are currently licensed.

The first screening will be based on information contained in your candidate materials.

Submit all materials by the closing date to:

### Electronic method preferred

Shesha.zavala@dnr.wa.gov

### OR other method

Shesha Zavala  
919 N Township St  
Sedro Woolley, WA 98284

**NOTE: Please indicate 2011-11-5299 in the subject line of your e-mail.**

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? Please contact Rich Sluss at (360) 856-3500 or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto:DNRrecruiting@dnr.wa.gov).

